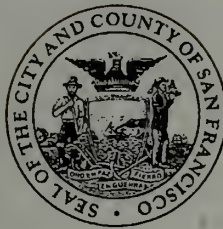




**PERSONNEL COMMITTEE**



Michael Mendelson  
Richard Shadoian  
David Serrano-Sewell

*City and County of  
San Francisco*

# NOTICE OF SPECIAL MEETING

DATE:

Friday, February 22, 2002  
12:30 p.m.

City Hall, Room 416  
1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102

02-19-02A10:15 RC

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appearing or not appearing on the agenda that are within the  
Commission.

public comment on each item on the agenda before or during  
time members of the public may address the Commission on  
matter jurisdiction of the Elections Commission and that do not

the Personnel Committee on Procedures for hiring  
Secretary

- Director of Elections (Discussion and Possible Action)

4. Closed session pursuant to Ralph Brown Act, Section 54957 and Sunshine Ordinance section 67.8, discussion and possible action, review of applications for the position of Commission Secretary. Possible action on hiring of a Commission Secretary. (Discussion and Possible Action)

5. Discussion and Possible Action re: Disclosure of closed session pursuant to Ralph Brown Act section 54957.1 and Sunshine Ordinance section 67.12. (Discussion and Possible Action)

General Public Comment

ADJOURNMENT

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POSTED - February 19, 2002



**ELECTIONS  
COMMISSION  
PERSONNEL COMMITTEE**



Michael Mendelson  
Richard Shadoian  
David Serrano-Sewell

*City and County of  
San Francisco*

## **NOTICE OF SPECIAL MEETING**

**DATE:** Friday, February 22, 2002  
**TIME:** 12:30 p.m.  
**LOCATION:** City Hall, Room 416  
1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102

02-19-02/10:13 20V

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**FEB 19 2002**

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### **Order of Business:**

1. Call to Order and Roll Call
2. Public comment on matters appearing or not appearing on the agenda that are within the jurisdiction of the Elections Commission.

Note: The Commission will hear public comment on each item on the agenda before or during consideration of that item. At this time members of the public may address the Commission on items that are within the subject matter jurisdiction of the Elections Commission and that do not appear on the agenda.

3. Report from the Chair of the Personnel Committee on Procedures for hiring
  - Commission Secretary
  - Director of Elections (Discussion and Possible Action)
4. Closed session pursuant to Ralph Brown Act, Section 54957 and Sunshine Ordinance section 67.8, discussion and possible action, review of applications for the position of Commission Secretary. Possible action on hiring of a Commission Secretary. (Discussion and Possible Action)
5. Discussion and Possible Action re: Disclosure of closed session pursuant to Ralph Brown Act section 54957.1 and Sunshine Ordinance section 67.12. (Discussion and Possible Action)
6. General Public Comment
7. ADJOURNMENT

**POSTED - February 19, 2002**



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by phone at 415 554 7724

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# The Elections Commission

February 22, 2002



Department of Elections  
Elections Commission

CITY AND COUNTY OF SAN FRANCISCO

ELECTIONS COMMISSION

Minutes of the

San Francisco Elections Commission, Personnel Committee

City Hall, One Dr. Carlton B. Goodlett Place, Room 416

7:00 p.m., February 22, 2002

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## 1. Call to Order and Roll Call

Commissioner Michael Mendelson called the meeting to order at 4:25 p.m.

### COMMISSION MEMBERS PRESENT:

Michael Mendelson, Commissioner; Richard Shadoian, Commissioner; David Serrano-Sewell, Commissioner

STAFF PRESENT: Tammy Haygood, Director of Elections; Jeremy Eckstein, Assistant to the Director

CITY ATTORNEY'S STAFF PRESENT: Julie Moll, Deputy City Attorney

### MATERIALS DISTRIBUTED:

- Notice of Special Meeting and Agenda

## 2. Public comment on matters appearing or not appearing on the agenda that are within the jurisdiction of the Elections Commission.

**Note:** The Commission will hear public comment on each item on the agenda before or during consideration of that item. At this time members of the public may address the Commission on items that are within the subject matter jurisdiction of the Elections Commission and that do not appear on the agenda.

No public comments.

### **3. Report from the Chair of the Personnel Committee on Procedures for hiring**

#### **a. Commission Secretary**

#### **b. Director of Elections (Discussion and Possible Action)**

##### **a. Commission Secretary**

Commissioner Michael Mendelson stated that the services of Ms. Joan Lubernerski would have to go through the process of appointment of Commission Secretary, an exempt position.

He commented that the Commission Secretary would be paid \$1,500-\$3,000, outlined the hiring process, read the job description, and the application process would remain open. He stated that he would interview those who submitted resumes. He also added that he wanted to acquire the maximum amount of salary for the Elections Commission secretary.

He outlined the hiring process:

- Deadline is March 1, 2002 for requisition approval of the Commission Secretary vacancy
- Board of Supervisors, Department of Human Resources, and the Mayor would have to approve the requisition

##### **b. Director of Elections**

**He reported on the Department of Elections Director's Job Description:**

- Civil Service position
- Recommended that the current Department of Elections Director apply for the job
- Executive Search should be done because of City Charter requirement
- Maximum salary amount paid

**He outlined the hiring process:**

- Requested the Department of Human Resources post the list of eligible candidates
- Requisition review from the Department of Human Resources and the Office of the Mayor
- Recruitment and advertising window for ten days only
- Stringent interview program subject to panel and candidate availability.

He stated that the search process should be started based on the above points. He reported that Ms. Joan Lubernerski made a recommendation that the Citizen's Advisory Committee on Elections conduct the Director of Elections interviews.

**Commissioner David Serrano-Sewell arrived at 12:40 pm.**

**Motion 022202-1:**

**To accept Commissioner Mendelson's process as laid out to determine the Director's hiring.**



**(Shadoian/Sewell) Moved, Seconded, and Unanimously Approved.**

**Public Comments:**

**Peter Fries** agreed to have the public involved in the selection process for Elections Commission Secretary as well as the Director's position. He stated that the ad hoc committee should make the decision on the hiring of the Elections Commission Secretary.

**4. Closed session pursuant to Ralph Brown Act, Section 54957 and Sunshine Ordinance section 67.8, discussion and possible action, review of applications for the position of Commission Secretary. Possible action on hiring of a Commission Secretary. (Discussion and Possible Action)**

**The Public Record session closed at 5:00 p.m.**

**The Public Record session reopened at 6:22 p.m.**

**5. Discussion and Possible Action re: Disclosure of closed session pursuant to Ralph Brown Act section 54957.1 and Sunshine Ordinance section 67.12. (Discussion and Possible Action)**

**Commissioner Michael Mendelson** reported that two people were interviewed so far for the Commission Secretary vacancy. He added that there would be more interviews to come.

**Public Comments:**

**Christopher Bowman** asked the Commission when the process of hiring for the Commission Secretary would be over.

**Commissioner Michael Mendelson** responded to Mr. Christopher Bowman's inquiry with, "Hope to be 30-60 days."

**Peter Fries** stated that he understood the process. He suggested to the ad hoc committee get an advice from the Department of Human Resources. He added that it is not good to get the wrong advice and that the ad hoc committee would have to give a certain closing date. He also stated that the ad hoc committee has to post the Commission Secretary job announcement at 44 Gough

Street with a closing date. He advised the ad hoc committee to post the job announcement according to regular procedure, with an opening and closing dates. He further added that the Elections Commission Secretary job announcement should have a real job description because it is a Civil Service position but was exempted from Civil Service Examination.

**6. General Public Comment**

**Public Comments:**

**No Public Comments.**

**7. ADJOURNMENT**

**Meeting adjourned at 2:00 p.m.**

**(David Serrano-Sewell/Shadoian) Moved, Seconded, and Unanimously Approved.**

**Minutes Prepared By: Ana Marie Paraiso**

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**ELECTIONS  
COMMISSION  
PERSONNEL COMMITTEE**



Michael Mendelson  
Richard Shadoian  
David Serrano-Sewell

*City and County of  
San Francisco*

**NOTICE OF SPECIAL MEETING**

**DATE:** Friday, March 8, 2002  
**TIME:** 12:00 p.m.  
**LOCATION:** City Hall, Room 400  
1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102

**Order of Business:**

1. Call to Order and Roll Call
2. Public comment on matters appearing or not appearing on the agenda that are within the jurisdiction of the Elections Commission.

Note: The Commission will hear public comment on each item on the agenda before or during consideration of that item. At this time members of the public may address the Commission on items that are within the subject matter jurisdiction of the Elections Commission and that do not appear on the agenda.

3. Report and Update on the search for a Commission Executive Secretary. (Discussion and Possible Action).
4. General Public Comment
5. ADJOURNMENT

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**POSTED - March 4<sup>th</sup>, 2002**



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Administrator, Sunshine Ordinance Task Force

1 Dr. Carlton B. Goodlett Place, Room 409

San Francisco CA 94102-4689;

by phone at 415 554 7724

by fax at 415 554 7854

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Members of the audience who wish to be notified of future meetings should sign in on the pad that will be provided.





March 8.

## Personnel Committee

1. All present. (12:05)

2. None

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3. Joua Libelsmeki →  
will Restart Process -  
Resubmit Application to  
her → Re-initiate the  
process. ⇒ posted for 10 days.  
start Monday.  
→ prepared & position available

## 4. Public Comment

Peter Trines: Comments that  
Joan L. has got contacted him  
to-date - concern ⇒ irregular  
practice ⇒ to put up posting / fun  
to remove it ⇒ need very specific  
signature ⇒



Motion  $\Rightarrow$  ADJOURN  
Shadoian / Senell

5:20 pm

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7.8  
9/02  
1

**ELECTIONS  
COMMISSION  
PERSONNEL COMMITTEE**



Michael Mendelson  
Richard Shadoian  
David Serrano-Sewell

*City and County of  
San Francisco*

**NOTICE OF SPECIAL MEETING**

**DATE:** Tuesday, April 9, 2002  
**TIME:** 9:15 a.m.  
**LOCATION:** City Hall, Room 362  
1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102

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APR - 5 2002

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**Order of Business:**

1. Call to Order and Roll Call
2. Closed session pursuant to Ralph Brown Act, Section 54957 and Sunshine Ordinance section 67.8, Interviews for the position of Elections Commission Secretary. (Discussion and Possible Action)
3. Discussion and Possible Action re: Disclosure of closed session pursuant to Ralph Brown Act section 54957.1 and Sunshine Ordinance section 67.12. (Discussion and Possible Action)

Motion: The Elections Commission Personnel Committee finds that it is (is not) in the best interest of the public to disclose its closed session deliberations re: interviews for the position of Elections Commission Secretary.

4. Public comment on matters appearing or not appearing on the agenda that are within the jurisdiction of the Personnel Committee of the Elections Commission.

Note: The Personnel Committee will hear public comment on each item on the agenda before or during consideration of that item. At this time members of the public may address the Personnel Committee on items that are within the subject matter jurisdiction of the Personnel Committee and that do not appear on the agenda.

**5. ADJOURNMENT**

Please note that Commission President Tom Schulz is an ex-officio, non-voting member of the Personnel Committee. If he attends the Personnel Committee meeting, there will be a quorum of the Elections Commission. Nonetheless, the discussion will be limited to the Personnel Committee matters listed on this agenda.

**POSTED – April 5, 2002**



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The hearing room is wheelchair accessible.

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Personnel Comm. Mtg. - 4/9  
#3 9:15 a.m. - CLOSED  
SESSION

Interviews for position  
Secretary EC. Rm. 362

Public Comments

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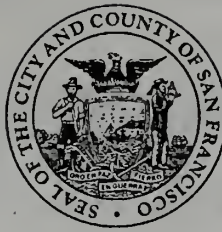
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**ELECTIONS  
COMMISSION  
PERSONNEL COMMITTEE**



**RICHARD SHADOIAN  
DAVID SERRANO-SEWELL  
THOMAS SCHULZ**

*City and County of San Francisco*

7.8

29/02

01-26-02 01:33

**AGENDA**

**April 29, 2002  
2:00 P.M.  
City Hall, Room 408  
1 Dr. Carlton B. Goodlett Place**

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**APR 26 2002**

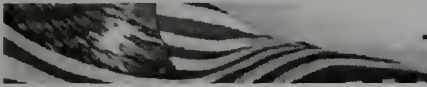
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**Order of Business:**

1. Call to Order and Roll Call
2. Selection of Chair (Discussion and Possible Action)
3. Report and Update on the search for a Director of the Elections Department.
  - a. Report for Human Resource Department (Discussion & Possible Action)
4. Report and Update on the search for an Acting Director of the Elections Department (Discussion and Possible Action).
5. Closed Session for Discussion and Possible Action to recommend to the full Commission the hiring of an Acting Director of Elections. Pursuant to Ralph Brown Act, section 54957 and Sunshine Ordinance section 67.8. Discussion and possible action regarding Public Employee Appointment/Hiring (Acting Director of Elections).
6. Discussion and Possible Action re: disclosure of closed session pursuant to Ralph Brown Act section 54957.1 and Sunshine Ordinance section 67.12.
7. Discussion and Possible Action to recommend to the full Commission the hiring of an Acting Director.
8. Discussion and Possible Action to recommend accepting assistance from the Secretary of State and establishing a contract to provide for expert election advice. Recommend to the Commission that the Chair of Personnel be authorized to do all things necessary and proper to establish such a contract for expert election consultation.
9. Public comment

**ADJOURNMENT**



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## The Elections Commission

April 29, 2002

### Department of Elections Elections Commission

Approved: 7-17-02

City and County of San Francisco  
ELECTIONS COMMISSION  
PERSONNEL AND POLICY COMMITTEE

Minutes of the Meeting Held  
Monday, April 29, 2002

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1. Call to Order and Roll Call. Commissioners Shadoian, Commissioner Schulz, Commissioner Serrano-Sewell.
2. Selection of Chair. Commissioner Shadoian was selected as Chair.
3. Report and update on the search for a Director of the Elections Department. Anna Borjas, of the Department of Human Resources, reported that her department has identified the skills and abilities of the class and is currently finalizing the ratings for the tasks. The minimum requirements are being reviewed. Ms. Borjas said that the recruitment process may take longer than the usual three months because DHR is seeking a strong list of qualified candidates.
4. Report and Update on the search for an Acting Director of the Elections Department (Discussion and possible action).  
Public Speaker: (Unidentified) reminded the Chair that at a previous meeting it was suggested that the current workers in the DOE be surveyed to see if anyone was interested in the appointment as "Acting Director".
5. Public Comment: Rev. Amos Brown said that seeking an "Acting" Director was premature and that the last Director was not given due process; Virgil Herndon asked the Committee to reconsider and stop this process; James Bryant said that it was unfortunate that the Commission would remove a Director before it knew the process of replacing that person; Shelly Bell said she didn't want the Commission to replace the Director; Christopher Bowman reported on the success of a rally that was held earlier today in favor of the discharged Director. Helena Brook commented that she should not be requested to make her public comment different from previous speakers and that applause from the audience is permissible if it is not disruptive. Pearl Taylor protested the dismissal of the former Director.
6. The Committee went into closed session. Subject: Public employee appointment (Acting Director of Elections).

7. Disclosure of closed session: The Committee decided to disclose that Elections Department staff were asked for a recommendation for Acting Director. Two suggested Mr. John Arntz. Mr. Arntz has expressed interest. MOVED to recommend the appointment of Mr. Arntz as Acting Director, PASSED unanimously.

8. The Chair of the Personnel Committee to be authorized to do all things necessary and proper to establish a contract to accept assistance from the Secretary of State for expert election advice. This item PASSED unanimously.

Public Comment: Chris Bowman asked how soon will the Acting Director be able to start and for how long will that appointment be.

ADJOURNMENT





*City and County of San Francisco*

SPECIAL MEETING  
AGENDA

June 4, 2002  
4:00 P.M.

City Hall, Room 408  
1 Dr. Carlton B. Goodlett Place

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**Order of Business:**

1. Call to Order and Roll Call
2. Report from the Department of Human Resources (DHR) on the recruitment and selection process for the Director of Elections.
3. Discussion and possible action to adopt a recruitment and selection process for the Director of Elections.
4. Discussion and possible action to adopt a regular meeting time for the Personnel Policy Committee
5. Report from the Acting Director of Elections on status of Elections Department staffing.
6. Report from DHR representative on the position of Acting Director of the Department of Elections.
7. Discussion and possible action regarding the salary of Acting Director, Department of Elections.
8. Discussion and possible action regarding the setting of a policy for selection of election officers (poll workers).
9. NEW BUSINESS: Items for future agendas.
10. Public comment on matters appearing or not appearing on the agenda that are within the jurisdiction of the Personnel Policy Committee.

ADJOURNMENT



ELECTIONS  
COMMISSION  
PERSONNEL POLICY  
COMMITTEE



RICHARD SHADOIAN  
DAVID SERRANO-SEWELL  
THOMAS SCHULZ

City and County of San Francisco

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PERSONNEL POLICY COMMITTEE  
AGENDA

June 18, 2002

4:00 P.M.

City Hall, Room 406  
1 Dr. Carlton B. Goodlett Place

**Order of Business:**

1. Call to order and Roll call.
2. Public Comment on matters appearing or not appearing on the agenda that are within the jurisdiction of the Personnel Policy Committee
3. Report from Department of Human Resources on the hiring of a new Elections Director. Goal to receive information on Job Announcement (including Salary/compensation), recruiting, testing and screening procedures and timeline for complete of a list.
4. Report from the Acting Director of Elections and HRD on personnel policies currently in place in the Department.
5. Discussion and possible action to establish overtime and comp time policies for the Department.
6. Discussion and possible action to call hearings into personnel policies of the Department.
7. Discussion and possible action to call on the Controller to audit the payroll practices of the Department.

**CLOSED SESSION**

8. Closed Session pursuant to Ralph Brown Act, section 54956.9 and Sunshine Ordinance section 67.10(d). Personnel evaluation with Acting Director John Arntz and Commission Secretary Shirley Rodriques.
9. Discussion and possible action to establish an evaluation procedure for the Acting Director and Commission Secretary.

10. Discussion on the Civil Service Commission hearing of June 17 regarding the re-instatement of Tammy Haygood.

FOLLOWING THE CLOSED SESSION, THE ELECTIONS COMMISSION WILL RECONVENE IN PUBLIC SESSION.

11. Public comment on matters appearing or not appearing on the agenda that are within the jurisdiction of the Personnel Policy Committee

## **ADJOURNMENT**

## Disability Access

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**ELECTIONS  
COMMISSION  
PERSONNEL POLICY  
COMMITTEE**



**RICHARD SHADOIAN  
DAVID SERRANO-SEWELL  
THOMAS SCHULZ**

*City and County of San Francisco*

**CANCELLED  
PERSONNEL POLICY COMMITTEE  
AGENDA**

June 18, 2002  
4:00 P.M.  
City Hall, Room 406  
1 Dr. Carlton B. Goodlett Place

**DOCUMENTS DEPT.**

**JUN 17 2002**

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**Order of Business:**

1. Call to order and Roll call.
2. Public Comment on matters appearing or not appearing on the agenda that is within the jurisdiction of the Personnel Policy Committee
3. Report from Department of Human Resources on the hiring of a new Elections Director. Goal to receive information on Job Announcement (including Salary/compensation), recruiting, testing and screening procedures and timeline for complete of a list.
4. Report from the Acting Director of Elections and HRD on personnel policies currently in place in the Department.
5. Discussion and possible action to establish overtime and comp time policies for the Department.
6. Discussion and possible action to call hearings into personnel policies of the Department.
7. Discussion and possible action to call on the Controller to audit the payroll practices of the Department.

**CLOSED SESSION**

8. Closed Session pursuant to Ralph Brown Act, section 54956.9 and Sunshine Ordinance section 67.10(d). Personnel evaluation with Acting Director John Arntz and Commission Secretary Shirley Rodriques.
9. Discussion and possible action to establish an evaluation procedure for the

Acting Director and Commission Secretary.

10. Discussion on the Civil Service Commission hearing of June 17 regarding the re-instatement of Tammy Haygood.

FOLLOWING THE CLOSED SESSION, THE ELECTIONS COMMISSION WILL RECONVENE IN PUBLIC SESSION.

11. Public comment on matters appearing or not appearing on the agenda that are within the jurisdiction of the Personnel Policy Committee

**ADJOURNMENT**

## **Disability Access**

The Elections Commission meeting will be held in Room 408, City Hall, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA. The Commission meeting room is wheelchair accessible. The closest accessible BART station is the Civic Center Station at United Nations Plaza and Market Street. Accessible MUNI lines serving this location are: #42 Downtown Loop, and #71 Haight/Noriega and the F Line to Market and Van Ness and the Metro Stations at Van Ness and Market and at Civic Center. For information about MUNI accessible services call (415) 923-6142. There is accessible curbside parking adjacent to City Hall on Grove Street and Van Ness Avenue and in the vicinity of the Veterans Building at 401 Van Ness Avenue adjacent to Davies Hall and the War Memorial Complex.

The following services are available on request 48 hours prior to the meeting; except for Monday meetings, for which the deadline shall be 4:00 p.m. of the last business day of the preceding week: For American sign language interpreters or the use of a reader during a meeting, a sound enhancement system, and/or alternative formats of the agenda and minutes, please contact The Elections Office at (415) 554- 4375 or our TDD at (415) 554-4386 to make arrangements for the accommodation. Late requests will be honored, if possible.

In order to assist the City's efforts to accommodate persons with severe allergies, environmental illnesses, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City accommodate these individuals. Individuals with chemical sensitivity or related disabilities should call our accessibility hotline at (415) 554-6060.

## **Know your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code)**

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils, and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For more information on your rights under the Sunshine Ordinance or to report a violation of the ordinance, contact the Sunshine Ordinance Task Force, Donna Hall, Clerk, City Hall, Room 409, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102-4683 at Phone No.: (415) 554-7724; Fax No.: (415) 554-7854; E-mail: Donna\_Hall@ci.sf.ca.us. Copies of the Sunshine Ordinance can be obtained from the Clerk of the Sunshine Task Force, the San Francisco Public Library and on the City's website at [www.ci.sf.ca.us](http://www.ci.sf.ca.us).

The ringing of and use of cell phones, pagers and similar sound-producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager, or other similar sound-producing electronic devices.

## **Lobbyist Registration and Reporting Requirements**

Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance [SF Campaign & Governmental Conduct Code §2.100] to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 30 Van Ness Avenue, Suite 3900, San Francisco, CA 94102; telephone (415) 581-2300, fax (415) 581-2317; web site at [www.sfgov.org/ethics](http://www.sfgov.org/ethics).





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## The Elections Commission

August 12, 2002

### Department of Elections Elections Commission

#### PERSONNEL POLICY COMMITTEE AGENDA

August 12, 2002  
3:00 P.M.  
City Hall, Room 34  
1 Dr. Carlton B. Goodlett Place

DOCUMENTS DEPT.

#### Order of Business:

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1. Call to Order and Roll Call
2. Public Comment on matters appearing on the agenda. The Committee will hear public comment on each item on the agenda before consideration of that item.
3. Establishment of a process for selection of a Provisional Director of the Department of Elections.
4. Public comments on matters not appearing on the agenda that are within the jurisdiction of the Personnel Policy Committee

#### ADJOURNMENT





**ELECTIONS  
COMMISSION  
PERSONNEL COMMITTEE**



**RICHARD SHADOIAN  
THOMAS SCHULZ**

*City and County of San Francisco*

**AGENDA**

August 12, 2002  
3:00 P.M.  
City Hall, Room 34  
1 Dr. Carlton B. Goodlett Place

**Order of Business:**

**DOCUMENTS DEPT.**

**OCT - 2 2007**

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1. Call to Order and Roll Call
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**ADJOURNMENT**





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## The Elections Commission

August 12, 2002, Personnel and Policy Committee - Notes

### San Francisco Elections Commission

San Francisco Department of Elections

NOTES OF THE  
PERSONNEL POLICY COMMITTEE  
August 12, 2002

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Because there was no quorum, the August 12, 2002 Personnel and Policy Committee meeting was not an official meeting and no action was taken. Although there was no quorum, representatives from the Department of Human Resources came prepared to make and did make a presentation on the selection of a provisional Director of Elections. This document is a summary of that presentation.

1. **CALL TO ORDER and ROLL CALL:** The Personnel Policy Committee, Elections Commission of the City and County of San Francisco, met on Wednesday, August 12, 2002, at 3:25 p.m., in City Hall, Room 34, Chair Schulz presiding.

**Commissioners Present:**

Thomas Schulz, Committee Chair  
Michael Mendelson, President and Committee Member *ex officio* (non-voting)

**Commissioners Absent:**

Richard Charles Shadoian

**QUORUM NOT ACHIEVED.** Informational exchanges, discussion and public comment allowed. No formal recommendatory actions taken.

**Other City officials and employees present:**

Claire Sylvia, Deputy City Attorney  
Peter Fries, Secretary Emeritus to the Building Inspection Commission  
Linda Crawford, Personnel Manager, Department of Elections  
Dorothy Yee, EEO Manager, Department of Human Resources  
Ana G. Borja-Valdés, Principal Personnel Analyst, Department of Human

Resources

2. **PUBLIC COMMENT:** None.

3. **ESTABLISHMENT OF A PROCESS FOR SELECTION OF A PROVISIONAL DIRECTOR OF THE DEPARTMENT OF ELECTIONS.**

Chair Schulz noted the presence of representatives of the San Francisco Department of Human Resources. And he thanked them for appearing to provide professional assistance to the Elections Commission and its Personnel Policy Committee.

Mr. Schulz stated that the purpose of this meeting was to engage in an informational exchange with representatives of the Department of Human Resources on concrete formal steps currently necessary to convert the "acting" to "provisional" employment designation for the Director of Elections for purposes of appropriately compensating *any* individual occupying that Civil Service position requisition — until such time as a permanent Director of Elections is appointed by the Elections Commission.

The working document for this discussion was ***Memorandum DHR No. 34-01 (12-14-2001): POLICIES AND PROCEDURES FOR MAKING PROVISIONAL AND NON-CIVIL SERVICE APPOINTMENTS*** [incorporated herein by reference].

In the questioning and discussions that ensued, the following relevant information was disclosed:

- To Mr. Schulz' enquiry as to the differences between ***Memorandum DHR No. 34-01*** and a similar 1997 document [***Memorandum DHR No. 23-97 (4-4-1997)***] provided very recently to the Elections Commission by DHR staff, Ms. Yee explained that ***Memorandum DHR No. 34-01*** now excludes AA requirements included in the 1997 version of this policy memorandum.
- Since the eligibles list for Class 1128 Director of Elections expired on June 25, 2002, DHR staff present confirmed that the process to recruit for a permanent Director of Elections is well under way. In tandem, DHR staff advised that, — until the Elections Commission as appointing officer or its designee requests an Oral Authorization to make a provisional appointment to the position requisition for Director of Elections, — all applicants for the permanent position would need to be considered to fill the provisional position.
- Parenthetically, DHR staff informed the Committee that Ms. Kate Favetti, Executive Officer of the Civil Service Commission, telephoned this morning to Ms. Nancy Woo, Departmental Personnel Officer of the Administrative Services Department, to inform her that a current Superior Court Order required Ms. Woo to immediately reinstate Ms. Tammy Haygood to the position of Director of Elections. President Michael Mendelson, *ex officio* member of the Committee, stated that attorneys for both the Elections and Civil Service Commissions are still working on this matter, which will be addressed by the San Francisco Superior Court on August 30, 2002.
- To an enquiry from Mr. Schulz as to whether work on filling the position requisition for a Provisional Director of Elections could move forward at DHR in light of Ms. Favetti's telephonic instructions, DHR staff stated that the process could move forward as long as there exists a vacant (unoccupied) position requisition to fill. Specifically, Ms. Borja-Valdés stated that there currently exist the following relevant position requisitions:



**Class 1128 Director of Elections** [currently supplanted by Class 0941];  
**Class 0941 Manager VI [Acting Director of Elections]**; and  
**Class [unnumbered] Director of Elections** [being created; will abolish

Class 1128].

Ms. Borja-Valdés informed the Committee that it is the position requisition for Class 0941 Manager VI that the Elections Commission would currently be seeking to fill provisionally.

- DHR staff noted that the role of staff of the Department of Human Resources in the employment of provisional and non-civil service appointments is solely to advise departmental appointing officers, personnel officers and/or their designees on established City policies and procedures for such appointments. DHR staff noted further that, while they have prepared detailed procedural checklists that they would be happy to share with the Elections Commission, the Commission would need to provide the name of an individual who will be "authorized" to call for an "Oral Authorization" and who will ultimately be "authorized" to make an offer of employment to a successful candidate.

- As to "Oral Authorization," DHR staff brought the attention of the Personnel Policy Committee to those sections in *Memorandum DHR No. 34-01* (i.e., pp. 4-5) that specifically address the role played by staff of DHR's EEO and MSS staff — once an "OA" is submitted by an appointing officer, personnel officer and/or designee.

- Ms. Linda Crawford, Personnel Manager for the Department of Elections, clarified that, to this point in time, the City's Administrative Services Department — through the good offices of Ms. Nancy Woo, its Departmental Personnel Officer, — has handled all personnel matters for the Department of Elections. Ms. Crawford clarified further that her current job includes managing all personnel matters for Mr. John Arntz, Acting Director of Elections, up to, but not including, his own position. And she stated that, on advice of Deputy City Attorney Julia Moll, Mr. Arntz may currently "employ but not dismiss" staff of the Department of Elections.

- Mr. Schulz stated that the San Francisco Elections Commission — in tandem with its clear Charter mandate, that includes the employment of a Director of Elections and a Commission Secretary, — is desirous of establishing functional independence within City government from the administrative operations of other City departments, including and *particularly their personnel operations*.

Relative to this specific matter, Mr. Schulz enquired of staff of both DHR and the City Attorney whether the Elections Commission could solicit and secure the temporary services of an independent City government personnel officer of the Commission's choosing for purposes of managing its current provisional and permanent Director of Elections search. Mss. Claire Sylvia, Dorothy Yee and Ana Borja-Valdés replied that they would make enquiries and get back to the Commission on this matter.

- Deputy City Attorney Sylvia advised that, — should the Elections Commission choose to engage a "panel of experts" to interview and recommend a candidate or candidates to fill the position requisition for either provisional or permanent Director of Elections, — the referred interviews would be considered confidential administrative personnel proceedings not open to the public. Subsequent to the eligibility and appointment process, all allowable documentation would be disclosable to the public under relevant provisions of the *San Francisco Sunshine Ordinance*.

Ms. Sylvia advised further that, — should the Elections Commission and/or Personnel Policy Committee choose to serve as the interviewing/recommending

"panel of experts," — the referred interviews would similarly be considered confidential personnel proceedings not open to the public under relevant provisions of the **San Francisco Sunshine Ordinance**. And, again, subsequent to the eligibility and hiring process, all allowable documentation would be disclosable to the public under relevant provisions of the **Sunshine Ordinance**.

In this latter instance, Ms. Sylvia counselled, such a meeting of Elections Commissioners — serving as their own personnel "panel of experts" — would constitute a formal meeting of this public body and would have to be formally and timely noticed as an official meeting of the Commission convening in Closed Session in conformance with relevant provisions of the **Sunshine Ordinance**.

- Ms. Borja-Valdés informed the Committee that she will be away on vacation and that any DHR consultative needs the Elections Commission may have in her absence would be handled by Ms. Marsha Stroope, Deputy Director of DHR's Merit System Services Division.

- Mr. Schulz announced that the valuable information gathered at this meeting would be shared with his fellow Elections Commissioners. And he again thanked Mss. Sylvia, Yee and Borja-Valdés for their assistance.

4. **PUBLIC COMMENT:** Mr. Dennis MacKenzie applauded the Personnel Policy Committee for spending this meeting time to sort through the administrative intricacies of civil service necessary to adequately and appropriately staff the Department of Elections. And he congratulated the Elections Commission for taking all steps necessary to insure free, fair and transparent elections in the City and County of San Francisco.

**ADJOURNMENT:** There being no further business, Mr. Schulz adjourned the meeting at 4:25 p.m.

#### **ATTACHMENTS:**

I hereby certify that the foregoing is a true and correct *draft* of the August 12, 2002 meeting minutes of the Personnel Policy Committee, Elections Commission of the City and County of San Francisco.

**Peter Fries**  
Acting Commission Secretary

August 16, 2002

#### **SAN FRANCISCO ELECTIONS COMMISSION**

The Honorable Michael Mendelson, President  
The Honorable Alix Rosenthal, Vice President  
The Honorable Robert Kenealey  
The Honorable Thomas Schulz



The Honorable Richard Shadoian  
The Honorable Brenda Stowers  
[Vacancy]  
Shirley Rodrigues, Commission Secretary

### COMMITTEES

#### **Personnel Policy Committee**

Commissioner Thomas Schulz, Chair  
Commissioner Richard Shadoian  
[Vacancy]  
Commissioner Michael Mendelson, President [*ex officio* (non-voting)]

#### **Budget and Policy Committee**

Commissioner Brenda Stowers, Chair  
Commissioner Robert Kenealey  
Commissioner Alix Rosenthal  
Commissioner Michael Mendelson, President [*ex officio* (non-voting)]

### **SAN FRANCISCO ELECTIONS COMMISSION**

City Hall – Room 48  
1 Dr. Carlton B. Goodlett Place  
San Francisco, California 94102

Telephone: 415-554-4305 — FAX: 415-554-7457 — E-Mail:  
[shirley\\_rodrigues@sfgov.org](mailto:shirley_rodrigues@sfgov.org)

### **SAN FRANCISCO DEPARTMENT OF ELECTIONS**

John Arntz, Acting Director of Elections

Telephone: 415-554-4375 — FAX: 415-554-7457 — E-Mail: [john\\_arntz@sfgov.org](mailto:john_arntz@sfgov.org)



**ELECTIONS  
COMMISSION  
PERSONNEL COMMITTEE**

**RICHARD SHADOIAN  
THOMAS SCHULZ**



*City and County of San Francisco*

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**AGENDA**

**August 20, 2002  
4:00 P.M.  
City Hall, Room 421  
1 Dr. Carlton B. Goodlett Place**

**Order of Business:**

1. Call to Order and Roll Call
2. Public Comment on matters appearing on the agenda. The Committee will hear public comment on each item on the agenda before consideration of that item.
3. Discussion and possible action to propose that the Commission hire a Provisional Director of the Department of Elections.
4. Public comments on matters not appearing on the agenda that are within the jurisdiction of the Personnel Policy Committee

**ADJOURNMENT**





